

S 2249

Senior Executive Service Reform Act of 2012

Congress: 112 (2011–2013, Ended)

Chamber: Senate

Policy Area: Government Operations and Politics

Introduced: Mar 28, 2012

Current Status: Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (text of mea

Latest Action: Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (text of measure as introduced: CR S2168-2171) (Mar 28, 2012)

Official Text: <https://www.congress.gov/bill/112th-congress/senate-bill/2249>

Sponsor

Name: Sen. Akaka, Daniel K. [D-HI]

Party: Democratic • **State:** HI • **Chamber:** Senate

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Referred To	Mar 28, 2012

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
112 HR 6042	Related bill	Jun 27, 2012: Referred to the House Committee on Oversight and Government Reform.

Senior Executive Service Reform Act of 2012 - Amends provisions of federal law relating to the Senior Executive Service (SES) to: (1) reduce from 25% to 15% the number of SES positions at the start of each fiscal year that may be filled by noncareer appointees; (2) require the head of each federal agency to create a position of assistant secretary for administration or management and appoint a career SES employee to fill such position; and (3) require agency heads to appoint career SES employees to positions with direct responsibility for agency-wide functions in acquisition, information technology, and human resources.

Prohibits the use of quotas or forced distribution of ratings for performance appraisals. Provides for annual pay adjustments for senior executives and other senior employees rated at the fully successful level or higher.

Includes executive performance awards and bonuses in basic pay for purposes of calculating retirement annuities.

Requires a written explanation for an SES performance rating if such rating is lowered from the initial recommendation.

Requires: (1) the Director of the Office of Personnel Management (OPM) to establish a Senior Executive Service Resource Office in OPM to improve the efficiency, effectiveness, and productivity of the SES, advance its professionalism, and promote diversity; (2) senior executives appointed to the SES to create an executive development plan that includes continuing development, training, and mentoring goals; and (3) agency heads to oversee the establishment of an onboarding program to provide new SES appointees an overview of their role and responsibilities, the agency's mission, priorities, and strategic plan, and SES rules and regulations. Allows agencies to establish a rotation program for career SES appointees.

Requires each federal agency to submit a plan to OPM to enhance and maximize opportunities in SES for the advancement and appointment of minorities, women, and individuals with disabilities.

Actions Timeline

- **Mar 28, 2012:** Introduced in Senate
- **Mar 28, 2012:** Sponsor introductory remarks on measure. (CR S2168)
- **Mar 28, 2012:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (text of measure as introduced: CR S2168-2171)