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(Original Signature of Member)

115TH CONGRESS  
1ST SESSION

**H. R. 3244**

To amend title 5, United States Code, to provide for annual surveys of  
Federal employees, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

introduced the following bill; which was referred to the Committee on

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**A BILL**

To amend title 5, United States Code, to provide for annual  
surveys of Federal employees, 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. EMPLOYEE SURVEYS.**

4 (a) IN GENERAL.—Subchapter I of chapter 71 of title  
5 5, United States Code, is amended by adding at the end  
6 the following:

7 **“§ 7107. Employee surveys**

8 “(a) IN GENERAL.—Each agency shall conduct an  
9 annual survey of its employees (including survey questions

1 unique to the agency and questions prescribed under sub-  
2 section (b)) to assess—

3 “(1) leadership and management practices that  
4 contribute to agency performance; and

5 “(2) employee satisfaction with—

6 “(A) leadership policies and practices;

7 “(B) work environment;

8 “(C) rewards and recognition for profes-  
9 sional accomplishment and personal contribu-  
10 tions to achieving organizational mission;

11 “(D) opportunity for professional develop-  
12 ment and growth; and

13 “(E) opportunity to contribute to achieving  
14 organizational mission.

15 “(b) REGULATIONS; NOTICE.—

16 “(1) IN GENERAL.—The Director of the Office  
17 of Personnel Management shall issue regulations  
18 prescribing survey questions that should appear on  
19 all agency surveys under subsection (a) in order to  
20 allow a comparison across agencies.

21 “(2) NOTICE OF CHANGE TO REGULATIONS.—

22 “(A) IN GENERAL.—The Director of the  
23 Office of Personnel Management may not issue  
24 a regulation under this section until the date  
25 that is 60 days after the date on which the Di-

1           rector submits such regulation to the Com-  
2           mittee on Oversight and Government Reform of  
3           the House of Representatives and the Com-  
4           mittee on Homeland Security and Govern-  
5           mental Affairs of the Senate unless the Director  
6           submitted such regulation to those committees  
7           not later than the day after the date on which  
8           the notice of proposed rulemaking is published  
9           in the Federal Register.

10           “(B) APPLICABILITY.—Subparagraph (A)  
11           shall apply with respect to any regulation pro-  
12           mulgated on or after the date of enactment of  
13           this paragraph.

14           “(3) NOTICE OF CHANGE TO SURVEY QUES-  
15           TIONS.—Not later than 60 days before finalizing any  
16           change, addition, or removal to any survey question  
17           in the annual employee survey administered by the  
18           Office pursuant to this section, the Director shall—

19           “(A) make the proposed change, addition,  
20           or removal and the proposed final text, if appli-  
21           cable, of any such question publically available  
22           on the agency’s website; and

23           “(B) provide to the Committee on Over-  
24           sight and Government Reform of the House of  
25           Representatives and the Committee on Home-

1 land Security and Governmental Affairs of the  
2 Senate—

3 “(i) the proposed change, addition, or  
4 removal and the proposed final text, if ap-  
5 plicable, of any such question;

6 “(ii) a justification for the proposed  
7 change, addition, or removal; and

8 “(iii) an analysis of whether the  
9 change, addition, or removal will affect the  
10 ability to compare results from surveys  
11 taken after the change, addition, or re-  
12 moval is implemented with results from  
13 surveys taken before the change, addition,  
14 or removal is implemented.

15 “(c) OCCUPATIONAL DATA.—To the extent prac-  
16 ticable, the Director of the Office of Personnel Manage-  
17 ment shall, in publishing agency survey data collected  
18 under subsection (a), include responses to such surveys by  
19 occupation. In carrying out this subsection the Director  
20 shall ensure the confidentiality of any agency survey re-  
21 spondent.

22 “(d) AVAILABILITY OF RESULTS.—The results of the  
23 agency surveys under subsection (a) shall be made avail-  
24 able to the public and posted on the website of the agency  
25 involved, unless the head of such agency determines that

1 doing so would jeopardize or negatively impact national  
2 security.

3 “(e) AGENCY DEFINED.—In this section, the term  
4 ‘agency’ has the meaning given the term Executive agency  
5 in section 105.”.

6 (b) PENDING SURVEYS.—The requirements of sec-  
7 tion 7107 of title 5, United States Code, (as added by  
8 this Act) shall apply with respect to any annual survey  
9 initiated on or after the date of enactment of this Act.  
10 Any annual survey authorized by, and meeting the require-  
11 ments of, section 1128 of the National Defense Authoriza-  
12 tion Act for Fiscal Year 2004 (Public Law 108–136; 5  
13 U.S.C. 7101 note) that is in progress on the date of enact-  
14 ment of this Act shall be considered to be a survey author-  
15 ized by, and that meets the requirements of, section 7107  
16 of title 5, United States Code, (as added by this Act).

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 71 of title 5, United States Code, is

- 1 amended by inserting after the item relating to sec-
- 2 tion 7106 the following new item:  
“7107. Employee surveys.”.