



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

September 8, 2014

**H.R. 5169
Senior Executive Service Accountability Act**

*As ordered reported by the House Committee on Oversight and Government Reform
on July 24, 2014*

CBO estimates that implementing H.R. 5169 would not have a significant impact on federal spending. Enacting the bill could affect revenues; therefore, pay-as-you-go procedures apply. However, CBO estimates that any such effects would be insignificant over the next ten years.

H.R. 5169 would make several changes to the conditions of employment for members of the Senior Executive Service (SES). In particular, the bill would change the procedures for removing SES employees for misconduct or underperformance, and modify the rules for providing salary and paid time off for those removed. For example, H.R. 5169 would eliminate the ability of former SES members removed for underperformance to keep their SES pay if demoted to a civil service position (under current law, they are allowed to continue being paid at the SES level).

Implementing this bill would lead to lower discretionary spending for salaries and expenses for those removed from the SES for misconduct or underperformance. CBO estimates that the spending decrease would be small because so few employees would likely be affected. According to the Office of Personnel Management, only 5 SES employees over the past five years would have met the criteria for salary adjustments set forth in this bill. Because some affected employees would receive a reduced salary, their retirement contributions would also be slightly reduced, resulting in a reduction in revenues. CBO estimates that those reductions also would not be significant.

H.R. 5169 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would impose no costs on state, local, or tribal governments.

The CBO staff contact for this estimate is Dan Ready. The estimate was approved by Theresa Gullo, Deputy Assistant Director for Budget Analysis.