



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

February 25, 2016

H.R. 3023

A bill to amend title 5, United States Code, to modify probationary periods with respect to positions within the competitive service and the Senior Executive Service, and for other purposes

*As ordered reported by the House Committee on Oversight and Government Reform
on January, 12, 2016*

H.R. 3023 would extend the probationary period for members of the senior executive service from one year to two years and would require at least a two-year probationary period for most members of the civil service. The bill also would require that federal agencies add certain notifications regarding the terms of probationary periods to job postings and to information provided to employees in such periods.

H.R. 3023 would not generally change the number of employees in the federal government. Furthermore, the necessary tracking and administrative procedures regarding probationary periods are already in place. Therefore, CBO estimates that implementing the legislation would have no net budgetary effect.

Because enacting H.R. 3023 would not affect direct spending or revenues, pay-as-you-go procedures do not apply. CBO estimates that, enacting H.R. 3023 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year period beginning in 2027.

H.R. 3023 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

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