



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

April 11, 2016

**H.R. 4358
Senior Executive Service Accountability Act**

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

H.R. 4358 would modify several personnel procedures that apply to the Senior Executive Service (SES). Provisions of the legislation would make it easier for agencies to discipline and fire members of the SES, disallow SES members who are moved to the civil service from retaining their SES pay, and require members of the SES to transfer to a new agency at least once every five years.

CBO estimates that enacting H.R. 4358 would have no significant budgetary effect because it would not change the number of SES members, the amounts they are paid, or the resources agencies require. The provision disallowing pay retention would have affected only six federal employees from 2009 to 2014, according to the Office of Personnel Management (OPM). On that basis, CBO estimates the total savings from implementing that requirement would be insignificant. Implementing the provision requiring regular transfers would have no significant relocation costs because such transfers would have to be within commuting distance of the SES member's home. Finally, based on information from OPM, CBO estimates that the additional agency overhead for those transfers also would not be significant.

Because enacting the bill would not affect direct spending or revenues, pay-as-you-go procedures do not apply. CBO estimates that enacting H.R. 4358 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2027.

H.R. 4358 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.